



SEMI-ANNUAL REPORT ON MINORITY EMPLOYMENT
July 1, 2004 – December 31, 2004

PREPARED BY THE PERSONNEL CABINET
JUNE 2005



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ERWIN ROBERTS
SECRETARY

May 10, 2005

The Honorable Ernie Fletcher
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Fletcher:

In accordance with KRS 18A.138, I am submitting to you the enclosed report on the status of affirmative action in Kentucky State Government for the six month period of July 1, 2004 – December 31, 2004. This report reflects the Executive Branch minority/ female employment utilization totals statewide and by individual Cabinet/ Agency.

The goals set by the Affirmative Action Plan are 10% for minorities and 52.42% for females. This goal is based on the Kentucky 2000 census of the available workforce, age sixteen years and older. Total incumbents as of December 31, 2004 were 34,514. The statewide percentage attained as of December 31, 2004 was 8.32% minorities and 49.52% females.

During this reporting period, two cabinets reached the overall goal for minority and female employment. Those cabinets were the Cabinet for Health and Family Services and the Personnel Cabinet.

While some agencies have not obtained the ongoing goals for minority/ female employment, many agencies have begun taking proactive steps to identify strategies to meet this goal. The Personnel Cabinet is committed to assisting these agencies in the many efforts needed to create and maintain a diverse work force.

Sincerely,

Erwin Roberts
Secretary



Executive Summary

Equal Employment Opportunities (EEO) is about equity and fairness in employment for all, but with particular attention to groups that face employment disadvantages. The policy and practice of EEO are important components of Governor Fletcher's aim of building a diverse, capable workforce that reflects the commonwealth community it serves.

Each year, the Personnel Cabinet publishes the Semi-Annual report on Minority Employment. This year's format has been changed to include reporting methodology and summaries of the data provided. This report is intended to assist each Cabinet/Agency in tracking their progress in terms of meeting the goals for female and minority employment.

Effective July 1, 2004 the targeted hiring goal for minority employment was raised from 7.51% to the target of 10% based on the 2000 census data for Kentucky¹. The female target will remain at 52.42%.

The data contained in this report reflects employment statistics from July 1, 2004 – December 31, 2004. The data reflects minority and female employment totals for the Executive Branch.

Methodology

All data reflected in this report is from July 1, 2004- December 31, 2004. The data reported was retrieved from Customer Information Control System (Commonwealth Payroll System (CICS)). These statistics are based on voluntary information provided by the applicant on the application. The statistics reflect the utilization by gender and ethnicity of persons employed statewide. For the purpose of this report, the data is used as a general standard of comparison between governor's minority and female hiring goal and the current minority and female workforce percentages. Due to number rounding and other adjustments in CICS, percentages may not always sum to 100. The statistical data provided in previous reports for this period may not be identical to the numbers reflected in this report. This is the result of 1.) Cabinet wide reorganization and 2.) adjustments in the reporting feeds. The total number of state employees is comprised of all full time/interim Executive Branch employees that are both merit and non-merit.

Structure of this report

The current workforce profile of the executive branch employees is conveyed through the use of statistical data. These profiles are reflected in the use of tables to highlight the utilization and targeted employment goals.

¹ See Appendix A.

The Minority Utilization Table is broken down by the EEO job categories and the number of minority employees in those positions. Additionally, the table compares the minority hiring goal with the current minority percentage. Lastly, the table provides the number the employees needed to meet the targeted minority hiring goal.

The Female Utilization Table is broken down by the EEO job categories and the number of female employees in those positions. Additionally, the table compares the female hiring goal and with the current female hiring percentage. Lastly, the table provides the number the employees needed to meet the targeted female hiring goal.

The yellow highlighted fields indicate the EEO job categories in which the Cabinet/Agencies have met the Governor's utilization goal. The blue highlighted fields indicate EEO job categories in which there were vacancies. A description of the EEO job categories can be found in Appendix B.

The Workforce Profile of Commonwealth Public Servants

Statewide Minority Utilization Data

The overall percentage of minorities employed during the reported period is 8.32%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Protective Service Workers 5.) Office and Clerical and 6.) Craftsmen. Employment goals were met in the following categories 1.) Para Professionals and 2.) Service Maintenance. Minority utilization goals were only met in two out of the eight EEO job categories.

Statewide Female Utilization Data

The overall percentage of females employed during the reported period is 49.52%. The female hiring is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Technicians 3.) Protective Service Workers 4.) Craftsmen and 5.) Service Maintenance. Employment goals were met in the following categories 1.) Professionals 2.) Para Professionals and 3.) Office and Clerical. Female utilization goals were only met in three out of the eight EEO job categories.

Statewide Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	3,011	197	10.00%	6.54	YES	107.1
PROFESSIONALS	16,077	1,349	10.00%	8.39	YES	262.9
TECHNICIANS	1,854	107	10.00%	5.77	YES	78.4
PROTECTIVE SERVICE WORKERS	3,194	243	10.00%	7.61	YES	76.4
PARA PROFESSIONAL	2,606	341	10.00%	13.09	NO	0
OFFICE & CLERICAL	2,594	179	10.00%	6.9	YES	80.4
CRAFTSMEN	2,648	162	10.00%	6.12	YES	102.8
SERVICE MAINTENANCE	2,532	294	10.00%	11.61	NO	0
TOTAL	34,514	2,872		8.32		

Statewide Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. Female Needed
OFFICIALS & ADMINISTRATORS	3,011	1,197	52.42%	39.75	YES	381.4
PROFESSIONALS	16,077	9,225	52.42%	57.38	NO	0
TECHNICIANS	1,854	701	52.42%	37.81	YES	270.9
PROTECTIVE SERVICE WORKERS	3,194	471	52.42%	14.75	YES	1203.3
PARA PROFESSIONAL	2,606	1,951	52.42%	74.87	NO	0
OFFICE & CLERICAL	2,594	2,214	52.42%	85.35	NO	0
CRAFTSMEN	2,648	196	52.42%	7.4	YES	1192.1
SERVICE MAINTENANCE	2,532	1,137	52.42%	44.91	YES	190.3
TOTAL	34,514	17,092		49.52		

General Government

The overall percentage of minorities employed during the reported period is 5.74%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Protective Service Workers 5.) Para Professionals 6.) Office and Clerical and 7.) Craftsmen. Employment goals were met in the following categories 1.) Service Maintenance. Minority utilization goals were only met in one out of the eight EEO job categories.

The overall percentage of females employed during the reported period is 57.75%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Technicians 3.) Protective Service Workers and 4.) Craftsmen. Employment goals were reached in the following categories 1.) Professionals 2.) Para Professionals 3.) Office and Clerical and 4.) Service Maintenance. Female utilization goals were met in four out of the eight EEO job categories.

General Government Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	360	11	10.00%	3.06	YES	25
PROFESSIONALS	1,198	70	10.00%	5.84	YES	49.8
TECHNICIANS	240	2	10.00%	0.83	YES	22
PROTECTIVE SERVICE WORKERS	88	3	10.00%	3.41	YES	5.8
PARA PROFESSIONAL	301	29	10.00%	9.63	YES	1.1
OFFICE & CLERICAL	276	11	10.00%	3.99	YES	16.6
CRAFTSMEN	75	3	10.00%	4.00	YES	4.5
SERVICE MAINTENANCE	198	28	10.00%	14.14	NO	0
TOTAL	2736	157		5.74		

General Government Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. Female Needed
OFFICIALS & ADMINISTRATORS	360	129	52.42%	35.83	YES	59.7
PROFESSIONALS	1,198	658	52.42%	54.92	NO	0
TECHNICIANS	240	108	52.42%	45.00	YES	17.8
PROTECTIVE SERVICE WORKERS	88	17	52.42%	19.32	YES	29.1
PARA PROFESSIONAL	301	274	52.42%	91.03	NO	0
OFFICE & CLERICAL	276	262	52.42%	94.93	NO	0
CRAFTSMEN	75	25	52.42%	33.33	YES	14.3
SERVICE MAINTENANCE	198	107	52.42%	54.04	NO	0
TOTAL	2736	1,580		57.75		

Commerce Cabinet

The overall percentage of minorities employed during the reported period is 5.71%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Protective Service Workers 4.) Para Professionals 5.) Office and Clerical 6.) Craftsmen and 7.) Service Maintenance. Employment goals were met in the following categories 1.) Technicians. Minority utilization goals were only met in one out of the eight EEO job categories.

The overall percentage of females employed during the reported period is 39.91%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Technicians 3.) Protective Service Workers 4.) Para- Professionals 5.) Craftsmen and 6.) Service Maintenance. Employment goals were met in the following categories 1.) Professionals and 2.) Office and Clerical. Female utilization goals were met in two out of the eight EEO job categories.

Commerce Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority Goal %	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	216	12	10.00%	5.56	YES	9.6
PROFESSIONALS	417	18	10.00%	4.32	YES	23.7
TECHNICIANS	70	7	10.00%	10	No	0
PROTECTIVE SERVICE WORKERS	222	5	10.00%	2.25	YES	17.2
PARA PROFESSIONAL	141	4	10.00%	2.84	YES	10.1
OFFICE & CLERICAL	209	5	10.00%	2.39	YES	15.9
CRAFTSMEN	267	8	10.00%	3	YES	18.7
SERVICE MAINTENANCE	683	68	10.00%	9.96	YES	0.3
TOTAL	2225	127		5.71		

Commerce Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. Female Needed
OFFICIALS & ADMINISTRATORS	216	65	52.42%	30.09	YES	48.2
PROFESSIONALS	417	228	52.42%	54.68	NO	0
TECHNICIANS	70	16	52.42%	22.86	YES	20.7
PROTECTIVE SERVICE WORKERS	222	5	52.42%	2.25	YES	111.4
PARA PROFESSIONAL	141	63	52.42%	44.68	YES	10.9
OFFICE & CLERICAL	209	152	52.42%	72.73	NO	0
CRAFTSMEN	267	23	52.42%	8.61	YES	117
SERVICE MAINTENANCE	683	336	52.42%	49.19	YES	22
TOTAL	2225	888		39.91		

Economic Development Cabinet

The overall percentage of minorities employed during the reported period is 9.73%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Technicians 3.) Protective Service Workers 4.) Para Professionals and 5.) Office and Clerical. Employment goals were met in the following categories 1.) Professionals and 2.) Service Maintenance. Minority utilization goals were met in two out of the eight EEO job categories.²

The overall percentage of females employed during the reported period is 57.52%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Protective Service Workers and 3.) Service Maintenance. Employment goals were met in the following categories 1.) Professionals 2.) Technicians 3.) Para Professionals 4.) Office and Clerical and 5.) Craftsmen. Female utilization goals were met in five out of the eight EEO job categories.³

Economic Development Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	38	3	10.00%	7.89	YES	0.8
PROFESSIONALS	57	6	10.00%	10.53	NO	0
TECHNICIANS	2	0	10.00%	0	YES	0.2
PROTECTIVE SERVICE WORKERS	0	0	10.00%	0	N/A	N/A
PARA PROFESSIONAL	1	0	10.00%	0	YES	0.1
OFFICE & CLERICAL	12	0	10.00%	0	YES	1.2
CRAFTSMEN	1	0	10.00%	0	YES	0.1
SERVICE MAINTENANCE	2	2	10.00%	100	NO	0
TOTAL	113	11		9.73		

Economic Development Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. Female Needed
OFFICIALS & ADMINISTRATORS	38	13	52.42%	34.21	YES	6.9
PROFESSIONALS	57	36	52.42%	63.16	NO	0
TECHNICIANS	2	2	52.42%	100	NO	0
PROTECTIVE SERVICE WORKERS	0	0	52.42%	0	N/A	N/A
PARA PROFESSIONAL	1	1	52.42%	100	NO	0
OFFICE & CLERICAL	12	12	52.42%	100	NO	0
CRAFTSMEN	1	1	52.42%	100	NO	0
SERVICE MAINTENANCE	2	0	52.42%	0	YES	1
TOTAL	113	65		57.52		

² The Economic Development Cabinet did not have any employees on staff in the protective service workers EEO job category.

³ See footnote 2.

Education Cabinet

The overall percentage of minorities employed during the reported period is 7.78%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Professionals 2.) Technicians 3.) Protective Service Workers 4.) Office and Clerical and 5.) Craftmen. Employment goals were met in the following categories 1.) Officials and Administrators 2.) Para Professionals and 3.) Service Maintenance. Minority utilization goals were met in three out of the eight EEO job categories.

The overall percentage of females employed during the reported period is 60.94%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Technicians 2.) Protective Service Workers 3.) Craftmen and 4.) Service Maintenance. Employment goals were met in the following categories 1.) Officials and Administrators 2.) Professionals 3.) Para Professionals and 4.) Office and Clerical. Female utilization goals were met in four out of the eight EEO job categories.

Education Cabinet Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	415	46	10.00%	11.08	NO	0
PROFESSIONALS	1,989	141	10.00%	7.08	YES	57.30
TECHNICIANS	132	11	10.00%	8.33	YES	2.2
PROTECTIVE SERVICE WORKERS	7	0	10.00%	0	YES	0.7
PARA PROFESSIONAL	95	10	10.00%	10.53	NO	0
OFFICE & CLERICAL	188	9	10.00%	4.79	YES	9.8
CRAFTSMEN	24	0	10.00%	0	YES	2.4
SERVICE MAINTENANCE	107	13	10.00%	12.15	NO	0
TOTAL	2957	230		7.78		

Education Cabinet Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. Female Needed
OFFICIALS & ADMINISTRATORS	415	244	52.42%	58.8	NO	0
PROFESSIONALS	1,989	1,221	52.42%	61.39	NO	0
TECHNICIANS	132	48	52.42%	36.36	YES	21.2
PROTECTIVE SERVICE WORKERS	7	1	52.42%	14.29	YES	2.7
PARA PROFESSIONAL	95	77	52.42%	81.05	NO	0
OFFICE & CLERICAL	188	177	52.42%	94.15	NO	0
CRAFTSMEN	24	3	52.42%	12.5	YES	9.6
SERVICE MAINTENANCE	107	31	52.42%	28.97	YES	25.1
TOTAL	2957	1,802		60.94		

Environmental and Public Protection Cabinet

The overall percentage of minorities employed during the reported period is 5.26%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Para professionals 5.) Office and Clerical and 6.) Craftmen. Employment goals were met in the following categories 1.) Protective Service Workers and 2.) Service Maintenance. Minority utilization goals were met in two out of the eight EEO job categories.

The overall percentage of female employed during the reported period is 40.43%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Protected Service Workers 5.) Craftmen and 6.) Service Maintenance. Employment goals were met in the following categories 1.) Para Professionals and 2.) Office and Clerical. Female utilization goals were met in two out of the eight EEO job categories.

Environment and Public Protection Cabinet Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	440	7	10.00%	1.59	YES	37
PROFESSIONALS	1,742	100	10.00%	5.74	YES	75.1
TECHNICIANS	341	18	10.00%	5.28	YES	16.1
PROTECTIVE SERVICE WORKERS	16	5	10.00%	31.25	NO	0
PARA PROFESSIONAL	32	1	10.00%	3.13	YES	2.2
OFFICE & CLERICAL	154	9	10.00%	5.84	YES	6.4
CRAFTSMEN	38	3	10.00%	7.89	YES	0.8
SERVICE MAINTENANCE	12	3	10.00%	25.00	NO	0
TOTAL	2775	146		5.26		

Environment and Public Protection Cabinet Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. Female Needed
OFFICIALS & ADMINISTRATORS	440	150	52.42%	34.09	YES	80.6
PROFESSIONALS	1,742	711	52.42%	40.82	YES	202.2
TECHNICIANS	341	70	52.42%	20.53	YES	108.8
PROTECTIVE SERVICE WORKERS	16	4	52.42%	25	YES	4.4
PARA PROFESSIONAL	32	27	52.42%	84.38	NO	0
OFFICE & CLERICAL	154	147	52.42%	95.45	NO	0
CRAFTSMEN	38	10	52.42%	26.32	YES	9.9
SERVICE MAINTENANCE	12	3	52.42%	21.43	YES	4.3
TOTAL	2775	1,122		40.43		

Finance and Administration Cabinet

The overall percentage of minorities employed during the reported period is 7.47%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Para Professionals 5.) Office and Clerical 6.) Craftmen and 7.) Protective Service Workers. Employment goals were met in the following categories 1.) Service Maintenance. Minority utilization goals were met in one out of the eight EEO job categories.⁴

The overall percentage of female employed during the reported period is 51.01%. The female utilization goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Technicians 3.) Craftmen 4.) Service Maintenance and 5.) Protective Service Workers. Employment goals were met in the following categories 1.) Professionals 2.) Para-Professionals and 3.) Office and Clerical. Female utilization goals were met in three out of the eight EEO job categories.⁵

Finance and Administration Cabinet Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	329	23	10.00%	6.99	YES	10.9
PROFESSIONALS	938	63	10.00%	6.72	YES	30.8
TECHNICIANS	226	17	10.00%	7.52	YES	5.6
PROTECTIVE SERVICE WORKERS	0	0	10.00%	0	N/A	N/A
PARA PROFESSIONAL	81	8	10.00%	9.88	YES	0.1
OFFICE & CLERICAL	154	14	10.00%	9.09	YES	1.4
CRAFTSMEN	141	6	10.00%	4.26	YES	8.1
SERVICE MAINTENANCE	60	14	10.00%	23.33	NO	0
TOTAL	1929	145		7.51		

Finance and Administration Cabinet Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. of Female Needed
OFFICIALS & ADMINISTRATORS	329	102	52.42%	31	YES	70.5
PROFESSIONALS	938	585	52.42%	62.37	NO	0
TECHNICIANS	226	89	52.42%	39.38	YES	29.5
PROTECTIVE SERVICE WORKERS	0	0	52.42	0	N/A	N/A
PARA PROFESSIONAL	81	55	52.42%	67.9	NO	0
OFFICE & CLERICAL	154	114	52.42%	74.03	NO	0
CRAFTSMEN	141	13	52.42%	9.22	YES	60.9
SERVICE MAINTENANCE	60	26	52.42%	43.33	YES	5.5
TOTAL	1929	984		51.01		

⁴ The Finance and Administration Cabinet did not have any employees on staff in the protective service workers EEO job category.

⁵ See footnote 4.

Cabinet for Health and Family Services

The overall percentage of minorities employed during the reported period is 12.07%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators and 2.) Technicians. Employment goals were met in the following categories 1.) Professionals 2.) Protective Service Workers 3.) Para Professionals 4.) Office and Clerical 5.) Craftsmen and 6.) Service Maintenance. Minority utilization goals were met in six out of the eight EEO job categories.

The overall percentage of females employed during the reported period is 78.03%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Protective Service Workers and 2.) Craftman. Employment goals were met in the following categories 1.) Officials and Administrators 2. Professionals 3.) Technicians 4. Para Professionals 5.) Office and Clerical and 6.) Service Maintenance. Female utilization goals were met in six out of the eight EEO job categories.

Cabinet for Health and Family Services Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	427	41	10.00%	9.60	YES	2.7
PROFESSIONALS	4,770	513	10.00%	10.75	NO	0
TECHNICIANS	251	21	10.00%	8.37	YES	4.1
PROTECTIVE SERVICE WORKERS	92	17	10.00%	18.48	NO	0
PARA PROFESSIONAL	1,587	255	10.00%	16.07	NO	0
OFFICE & CLERICAL	800	82	10.00%	10.25	NO	0
CRAFTSMEN	62	8	10.00%	12.9	NO	0
SERVICE MAINTENANCE	825	127	10.00%	15.39	NO	0
TOTAL	8814	1064		12.07		

Cabinet for Health and Family Services Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. of Female Needed
OFFICIALS & ADMINISTRATORS	427	251	52.42%	58.78	NO	0
PROFESSIONALS	4,770	3,753	52.42%	78.68	NO	0
TECHNICIANS	251	193	52.42%	76.89	NO	0
PROTECTIVE SERVICE WORKERS	92	33	52.42%	35.87	YES	15.2
PARA PROFESSIONAL	1,587	1,346	52.42%	84.81	NO	0
OFFICE & CLERICAL	800	771	52.42%	96.38	NO	0
CRAFTSMEN	62	7	52.42%	11.29	YES	25.5
SERVICE MAINTENANCE	825	524	52.42%	63.52	NO	0
TOTAL	8814	6878		78.03		

Justice and Public Safety Cabinet

The overall percentage of minorities employed during the reported period is 7.95%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Protective Service Workers 5.) Para Professionals 6.) Office and Clerical 7.) Craftmen and 8.) Service Maintenance.

The overall percentage of females employed during the reported period is 34.51%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Protective Service Workers 5.) Para Professionals 6.) Craftmen and 7.) Service Maintenance. Employment goals were met in the following categories 1.) Office and Clerical. Female utilization goals were only met in one out of the eight EEO job categories.

Justice and Public Safety Cabinet Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	405	35	10.00%	8.64	YES	5.5
PROFESSIONALS	3,071	285	10.00%	9.28	YES	22.1
TECHNICIANS	215	16	10.00%	7.44	YES	5.5
PROTECTIVE SERVICE WORKERS	2,763	213	10.00%	7.71	YES	63.3
PARA PROFESSIONAL	254	21	10.00%	8.26	YES	0
OFFICE & CLERICAL	573	23	10.00%	4.01	YES	34.3
CRAFTSMEN	267	10	10.00%	3.75	YES	16.7
SERVICE MAINTENANCE	62	2	10.00%	3.23	YES	4.2
TOTAL	7610	605		7.95		

Justice and Public Safety Cabinet Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. of Female Needed
OFFICIALS & ADMINISTRATORS	405	168	52.42%	41.48	YES	44.3
PROFESSIONALS	3,071	1,341	52.42%	43.67	YES	268.8
TECHNICIANS	215	109	52.42%	50.7	YES	3.7
PROTECTIVE SERVICE WORKERS	2,763	411	52.42%	14.88	YES	1037.4
PARA PROFESSIONAL	254	68	52.42%	45.58	YES	10.1
OFFICE & CLERICAL	573	436	52.42%	76.09	NO	0
CRAFTSMEN	267	76	52.42%	28.46	YES	64
SERVICE MAINTENANCE	62	17	52.42%	27.42	YES	15.5
TOTAL	7610	2,626		34.51		

Personnel Cabinet

The overall percentage of minorities employed during the reported period is 11.88%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Para Professionals 2.) Protective Service Workers 3.) Craftsmen and 4.) Service Maintenance. Employment goals were met in the following categories 1.) Technicians 2.) Officials and Administrators 3.) Professionals and 4.) Office and Clerical. Minority utilization goals were four out of the eight EEO job categories.⁶

The overall percentage of females employed during the reported period is 74.25%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Protective Service Workers 3.) Craftsmen and 4.) Service Maintenance. Employment goals were met in the following categories 1.) Professionals 2.) Technicians 3.) Para Professionals and 4.) Office and Clerical. Female utilization goals were met in four out of the eight EEO job categories.⁷

Personnel Cabinet Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	32	4	10.00%	12.5	NO	0
PROFESSIONALS	137	17	10.00%	12.41	NO	0
TECHNICIANS	10	1	10.00%	10	NO	0
PROTECTIVE SERVICE WORKERS	0	0	10.00%	0	N/A	N/A
PARA PROFESSIONAL	7	0	10.00%	0	YES	0.7
OFFICE & CLERICAL	16	2	10.00%	12.5	NO	0
CRAFTSMEN	0	0	10.00%	0	N/A	N/A
SERVICE MAINTENANCE	0	0	10.00%	0	N/A	N/A
TOTAL	202	24		11.88%		

Personnel Cabinet Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. of Female Needed
OFFICIALS & ADMINISTRATORS	32	13	52.42%	40.63	YES	3.8
PROFESSIONALS	137	106	52.42%	77.37	NO	0
TECHNICIANS	10	8	52.42%	80	NO	0
PROTECTIVE SERVICE WORKERS	0	0	52.42%	0	N/A	N/A
PARA PROFESSIONAL	7	7	52.42%	100	NO	0
OFFICE & CLERICAL	16	16	52.42%	100	NO	0
CRAFTSMEN	0	0	52.42	0	N/A	N/A
SERVICE MAINTENANCE	0	0	52.42	0	N/A	N/A
TOTAL	202	150		74.25%		

⁶ The Personnel Cabinet did not have any employees on staff in the protective service workers, service maintenance, and craftsmen EEO job categories.

⁷ See footnote 6.

Transportation Cabinet

The overall percentage of minorities employed during the reported period is 7.04%. The minority hiring goal is 10%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Protective Service Workers 5.) Craftmen and 6.) Service Maintenance. Employment goals were met in the following categories 1.) Para Professionals and 2.) Office and Clerical. Minority utilization goals were met in two out of the eight EEO job categories.

The overall percentage of females employed during the reported period is 19.35%. The female hiring goal is 52.42%. Employment goals were **not** met in the following EEO job categories 1.) Officials and Administrators 2.) Professionals 3.) Technicians 4.) Protective Service Workers 5.) Para Professionals 6.) Craftmen and 7.) Service Maintenance. Employment goals were met in the following categories 1.) Office and Clerical. Female utilization goals were only met in one out of the eight EEO job categories.

Transportation Cabinet Minority Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Minority Employees	Minority % Goal	Current Minority %	Under Utilized	No. Minority Needed
OFFICIALS & ADMINISTRATORS	349	15	10.00%	4.30	YES	19.9
PROFESSIONALS	1,758	136	10.00%	7.74	YES	39.8
TECHNICIANS	367	14	10.00%	3.81	YES	22.7
PROTECTIVE SERVICE WORKERS	6	0	10.00%	0	YES	0.6
PARA PROFESSIONAL	107	13	10.00%	12.15	NO	0
OFFICE & CLERICAL	212	24	10.00%	11.32	NO	0
CRAFTSMEN	1,773	124	10.00%	6.99	YES	53.3
SERVICE MAINTENANCE	581	37	10.00%	6.37	YES	21.1
TOTAL	5153	363		7.04		

Transportation Cabinet Female Utilization Table						
EEO JOB CATEGORY	Total Employees	Total Female Employees	Female % Goal	Current Female %	Under Utilized	No. of Female Needed
OFFICIALS & ADMINISTRATORS	349	62	52.42%	17.77	YES	120.9
PROFESSIONALS	1,758	586	52.42%	33.33	YES	335.5
TECHNICIANS	367	58	52.42%	15.8	YES	134.4
PROTECTIVE SERVICE WORKERS	6	0	52.42%	0	YES	3.1
PARA PROFESSIONAL	107	33	52.42%	30.84	YES	23.1
OFFICE & CLERICAL	212	127	52.42%	59.91	NO	0
CRAFTSMEN	1,773	38	52.42%	2.14	YES	891.4
SERVICE MAINTENANCE	581	93	52.42%	16.01	YES	211.6
TOTAL	5153	997		19.35		

Appendix A

2000 Kentucky Occupational Census Data Prepared by the Kentucky Data Center

The Census 2000 Special EEO Tabulation serves as the primary external benchmark for comparing the race, ethnicity and sex composition of an organization's internal workforce, and the analogous external labor market, within a specified geography and job category.

EEO Category	Total	Female	White Non Hispanic	White Female Non Hispanic	Black Not Hispanic	Black Female Non Hispanic	Other Non Hispanic	Other Female Non Hispanic	Hispanic Total	Hispanic Female
Management, Business & Finance Workers	180,967	68,253	169,964	63,039	6,557	3,710	3,120	1,100	1,326	404
Science, Engineering and Computer Professionals	49,225	10,402	44,054	9,034	1,623	597	2,999	640	549	131
Healthcare Practitioner Professionals	59,632	44,290	55,375	41,600	1,860	1,547	1,933	936	464	207
Other Professional Workers	177,591	111,129	162,910	102,190	9,698	6,237	3,651	1,948	1,332	754
Technicians	45,435	28,611	41,760	25,980	2,724	2,012	631	424	320	195
Sales Workers	204,749	110,609	189,400	101,080	10,139	6,504	3,666	2,157	1,544	868
Administrative Support Workers	295,921	227,360	268,349	207,210	21,271	15,886	3,889	2,659	2,412	1,605
Construction and Extractive Craft Workers	109,547	2,789	103,465	2,660	3,166	49	1,133	54	1,783	26
Installation, Maintenance and Repair Craft Workers	107,281	8,196	100,847	7,282	3,966	543	1,464	285	1,004	86
Production Operative Workers	203,487	73,974	177,012	62,598	19,102	8,744	3,354	1,490	4,019	1,142
Transportation and Material Moving Operative Workers	96,310	14,513	87,709	12,699	6,560	1,375	1,155	265	886	174
Laborers and Helpers	102,479	15,767	88,698	13,908	7,456	1,252	1,419	280	4,906	327
Protective Service Workers	30,924	6,120	27,635	5,135	2,620	865	379	92	290	28
Service Workers, except Protective	231,403	162,088	196,110	141,125	25,625	15,761	5,494	3,427	4,174	1,775
Unemployed, No Civilian Work Experience Since 1995	12,187	5,789	9,840	4,675	1,720	815	367	149	260	150
Total	1,907,138	889,890	1,723,128	800,215	124,087	65,897	34,654	15,906	25,269	7,872

Appendix B

EEO Categories

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controller, examiners, wardens, network engineers, resort park managers, police and fire chiefs and inspections and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economist, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors, and kindred workers.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, OSH safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

Para Professionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technician and kindred workers.

Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

Craft Workers (Skilled): Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repairmen, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologist and kindred workers.

Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.